Bhavi Plast

FRP & THERMOPLASTIC PROCESS EQUIPMENT · EST. 1977

COMPANY POLICY

Health, safety and environment policy

Our commitment to the people who build our equipment, the people who use it, and the environment it exists to protect.

DOCUMENT	REVISION	EFFECTIVE	REVIEW
BP-HSE-POL-01	00	October 2026	Annually

01

Policy statement

Bhavi Plast exists to make industry cleaner and safer. The equipment we build captures acid fume, contains corrosive chemicals and keeps emissions inside the law. We hold the way we work to the same standard.

No job at Bhavi Plast is so urgent that it cannot be done safely. We believe every injury, occupational illness and environmental incident is preventable, and we will manage our work so that everyone who designs, fabricates, installs or services our equipment goes home unharmed.

The Directors of Bhavi Plast Pvt Ltd take overall responsibility for this policy and will provide the leadership, people, time and resources needed to deliver it.

Scope

This policy applies to all Bhavi Plast activities: our corporate and engineering office in Thane, our manufacturing plant at Mankoli, Bhiwandi, and all installation, commissioning and service work at customer sites in India and abroad. It applies to all employees, contract workers, contractors and visitors.

02

Our commitments

1. **Comply with the law and go beyond it where it matters.** We will meet all applicable legal requirements, including the Factories Act, 1948 and the Maharashtra Factories Rules, the Occupational Safety, Health and Working Conditions Code, 2020 as applicable, the Environment (Protection) Act, 1986, the Air (Prevention and Control of Pollution) Act, 1981, the Water (Prevention and Control of Pollution) Act, 1974, the Hazardous and Other Wastes (Management and Transboundary Movement) Rules, 2016, the conditions of our consents from the Maharashtra Pollution Control Board, and the safety rules of every customer site we work on.
2. **Identify hazards before work starts.** We will carry out hazard identification and risk assessment for every activity, every new process and every site job, and control risks using the hierarchy of controls: eliminate, substitute, engineer, administer, and only then protect.
3. **Control high-risk work through permits.** Hot work, confined space entry, work at height, electrical isolation and lifting operations will be carried out only under a written permit to work.
4. **Provide safe plant and the right protective equipment.** We will maintain machinery, tools, lifting equipment and test rigs in safe condition, and provide suitable personal protective equipment free of charge, with training in its use.
5. **Make everyone competent.** Every employee and contract worker will receive HSE induction before starting work, task-specific training, and regular toolbox talks.
6. **Involve our people.** We will consult workers on health and safety matters through a safety committee and day-to-day discussion, and act on what they tell us.
7. **Give everyone the authority to stop work.** Any person may stop any job they believe to be unsafe, without fear of blame. Work restarts only when the hazard is controlled.
8. **Report and learn.** All incidents, near misses and unsafe conditions will be reported, investigated for root cause and corrected. Reporting is encouraged and never penalised.

9. **Prepare for emergencies.** We will maintain plans, equipment and trained teams for fire, chemical spills, injuries and evacuation, and test them through regular drills.
10. **Protect health, not just safety.** We will provide pre-employment and periodic medical examinations for workers in exposed roles, and monitor workplace exposure to styrene, dust and noise.
11. **Hold contractors to our standard.** Contractors and their workers will be selected, inducted and supervised to meet the requirements of this policy.
12. **Protect the environment.** We will prevent pollution, minimise waste and emissions, dispose of waste only through authorised agencies, and use energy, water and materials efficiently.
13. **Measure and improve.** We will set HSE objectives each year, track performance, review it at management level and improve continually.

03

Hazards specific to our work

FRP and thermoplastic fabrication carries hazards that general manufacturing does not. These are the ones we manage most closely.

HAZARD	WHERE IT ARISES	HOW WE CONTROL IT
Styrene and resin vapour	Lamination and spray-up	Local exhaust and general ventilation; closed resin containers; workplace exposure monitoring against statutory limits; organic-vapour respirators where required; no eating or drinking in work areas
Organic peroxides and accelerators	Resin store, catalysing resin	Peroxides stored separately from accelerators, cool and away from heat, and never mixed directly with each other, which can react violently; small decanted quantities only; spill kits and trained handlers
Glass fibre and composite dust	Cutting, grinding and trimming laminates	Dust extraction at the tool; respiratory, eye and skin protection; coveralls; cleaning by vacuum, never by compressed air
Flammable solvents	Tool and equipment cleaning	Minimum working quantities; approved storage; ventilated areas free of ignition sources; solvent recovery
Fire	Resin, solvent and material stores; lamination bay	Segregated storage; no-smoking enforcement; hot work permits; suitable extinguishers and fire protection; trained fire teams and drills
Welding fumes and hot surfaces	Thermoplastic hot-gas and extrusion welding	Fume extraction; guarded welding equipment; heat-resistant gloves; hot work permits near combustible materials
Confined spaces	Inside tanks, vessels and scrubbers during fabrication, inspection and site work	Entry permit; atmosphere testing for oxygen, flammables and styrene; forced ventilation; trained attendant outside; rescue plan in place before entry
Working at height	Large tanks, scrubbers, stacks and site erection	Scaffolds and platforms; full-body harness with double lanyard and anchor points; permit to work; tools secured against falling

HAZARD	WHERE IT ARISES	HOW WE CONTROL IT
Lifting and handling	Moving large shells, despatch and site erection	Lifting plans; certified cranes and tackle; competent riggers; exclusion zones and tag lines
Machinery and electricity	Winding machines, cutting tools, fan test rig	Machine guarding; lock-out and tag-out; earth-leakage protection; planned maintenance
Pressure and hydrostatic testing	Test bay	Written test procedures; controlled pressurisation; relief protection; exclusion zones during tests
Customer sites	Installation, commissioning and service	Customer permits and site induction; job safety analysis before each task; a Bhavi Plast supervisor on site

04

Environment

Our product is cleaner air. Our process should be clean too. We will:

- Segregate waste at source, and dispose of uncured resin, contaminated materials and other hazardous waste only through agencies authorised by the Pollution Control Board.
- Reduce resin, glass and thermoplastic scrap through planning and cutting optimisation, and recycle thermoplastic off-cuts wherever possible.
- Control vapour and dust emissions from fabrication at source, and maintain our extraction systems.
- Store chemicals with spill containment, and keep spill response materials where chemicals are used.
- Conserve energy and water, and track their use.

05

Responsibilities

ROLE	RESPONSIBILITY
Directors	Own this policy; provide resources; set annual objectives; review HSE performance at management level
Plant and project managers	Implement the policy in their areas; ensure risk assessments, permits, training and inspections are in place
Supervisors	Plan work safely; brief their teams; enforce permits and PPE; stop unsafe work; report incidents
HSE coordinator	Maintain the HSE system; advise managers; carry out inspections and audits; coordinate training, drills and statutory compliance
Every employee and contract worker	Follow safe systems of work; use PPE; report hazards, incidents and near misses; stop work that is unsafe

06

Communication and review

This policy is displayed at our office and plant, explained at every induction, shared with contractors before they start work, and published on our website. It will be reviewed every year, and sooner after any significant incident or change to our operations, to make sure it remains suitable and effective.



Mohan Bhatia
Director, Bhavi Plast Pvt Ltd

October 2026
Effective date · Revision 00

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